CALIFORNIA STATE UNIVERSITY
NORTHRIDGE

School of Humanities
Office of the Dean

THE PROVOST
COMMITTEE
ON CHICANO
LABOR HISTORY

March 28, 1995

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CSEA

Hello all,

Things have begun to get back to normal around here, and I wanted to take a minute to thank all of you who helped to make "La Lucha Continua" a great success. We were all delighted to have you with us for a few days and extremely pleased with the turnout for the events. You should be very pleased that so many people wanted to honor what you have helped to accomplish.

(I thought I would also share this letter with those of you who were unable to attend just to fill you in and to let you know that we want to stay in contact with you. We are in hopes of meeting you in the future and of doing oral histories with you.)

Your presence on campus not only generated a great deal of excitement and ensured that this will just be the first of many events to come, your generous gifts of time and documents laid the foundation for an important historical project. Dean Garcia and I will stay in touch with you to get your ideas about what we should do next. Julio has already spoken with over twenty people about getting together to record their experiences in the fields and in the union. We will be going up to Pixley as soon as possible to work on this. In addition, we visited Doug Adair last week at Pato's Dream Date Farm and finished taping his oral history. He also placed several years of El Macriado and numerous posters, calendars, etc in the archives of the Center for Photojournalism & Visual History. This is a generous and rich addition to the permanent record and will be available for research soon.

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We also want to let you know that we have started transcribing the oral histories. This is a long and tedious chore, but as soon as they are finished we will get copies out to you for your comments and revisions. Please be patient with us.

If you have any ideas to share with us about others we should contact, events that we should consider for the future, etc. or you should run across any materials that you think are appropriate for the archives give us a call. We will continue working here to record the history of the very important work that you have done and hope to be talking with you again very soon.

Thank you for everything.

Sincerely

Kent Kirkton

Date: 16, Mar 1996 9:54 PM EDT
From: D3 ADAIR
Subj: CSUN/Photos/budget
To: kkirkton@huey.csun.edu
cc: EmmonM

Dear Kent, I'm so pleased you hit it off with John Koons; and now indications you're in cybertouch with Emmon Clark. I'm putting quite a bit of time and energy into the photos, since they are one-of-a-kind treasures, and once lost or thrown, are gone forever. But it sounds to me like all three key photographers still have the negs., may still have proof sheets (which would greatly simplify cataloguing); seem to be like me with my posters and old Malcriados, eager to see them preserved/used/made available...

I also see these as invaluable in organizing the rest of the oral history project. The idea of videoing people sitting in chairs at CSUN, even with a union flag behind them, turned out deadly -- not the way to do the. interviews. It gave you a good photo of Julio to use in publicity and fund-raising, but I have a hunch the actual taping turned out minimal -- to stiff and formal a setting... My taping while looking at Malcriados did stimulate my memories, but the audio didn't pick up what I was looking at. With a nice exhibition of photos, and with a looseleaf book/portfolio of photos, you could set it up in Delano or Fresno or San francisco; and then let people remember back to that moment in history -- what was your life really like in 1965 when you joined the strike? look how young you were -- look how many kids, how young they were -- how on earth did you do it? what was it about the Union's message that made you think it worth trying...?

You already know a lot of the early history and personalities, and the questions to ask, and you'll build up a crew at CSUN who will also know how to put on a good interview in a relaxed and stimulating setting... But what brought the original CSUN meeting alive was bringing Julio and Carmen and me and the Chandlers together, the lunches and time to chat and remember, off tape; and then go into taping... I gather you had some of the same electricity/energy in the Earlimart tapings... Small, managable settings like that, El Malcriados and photo books, blurbs about the time

period, and then focus on a subject, the march, being sent out to some strange city, your first week there.... the Di Giorgio election... the fast, the Kennedy campaign...

I'm also thinking of anniversary dates; too bad our cuture is obsessed with 5- and 10- year periods.. too late to do an anniversary of the march or Di Giorgio campaign; 1967 the vaguest year in my memory because I was in Texas... But if you began planning now for 1968, began focusing on the fast and Kennedy campaign, you might be able to come up with a collection in time to market it just as interest peaked...

And money... boring, but so essential. I was disappointed to hear your budget would not cover the basic costs to us or even you, of participating in the project. I think I speak for many in saying we want to see the project done, regardless, and are willing to volunteer our time. So how to cover costs? If CSUN's contribution is limited to the taping and transcribing (Frank Bardacke estimated $20 per hour of taping in post-taping costs of transcribing); and then the cataloguing and archiving and access, that is a good start. And in the year since launching of the project, you've made a tremendous start. How to leverage that beginning into funding for the basic expenses of an ongoing project?

Jerry Cohen suggested that La Paz might be cool, or even hostile to anything independent that Padilla or I tried to set up, that with CSUN's administrative capacity and "neutrality", yours should be the umbrella agency under which the project would be organized. But it sounds to me as if you need an off-budget or independent foundation or institute or something that could tap into other foundations and individuals, put out a newsleter that could raise tax-exempt money from indivduals and entities... Someone like Carmen Chandler to run it and stroke donors, generate funds to cover expenses...

You would almost have to start with La Paz and the CC foundation, offer that materials you generated, exhibitions, etc. would be available to them as soon as they were available to the public (ie. posters, photos, leaflets, etc...) try to work out joint exhibitions with them, some kind of working relationship (the CC foundation was listed as a sponsor of a photo exhibition of palmeros in the Bay Area, done by David Bacon, an ex

UFWorganizer -- we're everywhere!). But contact them after you have a proposal (ie. do they want to contribute/participate in the photo cataloguing, after you have the photos safelly donated to CSUN).

Then move on to AFL-CIO, Wayne State, Labor Archives, who could piggty back on the work you're already done, are doing.
The Kennedys must have familly foundations with money to put into the 1968 campaign. (but VERY POLITICAL with La Paz -- get some taping done before approaching them , so many hours and participants, then say would they like to help...) The thing is, you're busy, Jorge is busy, we need to find a fund raiser type administrator to pick up the ball and run with it. I asume there is money out there. If you can organize CSUN's president or provost or whoever to fund that position and entity, that might be the way to cover the expenses we're incurring.

Dear Kent, you may feel I'm leaning on you on this money issue, but the truth is, I think you're doing a great job, off to a running start. And you're dealing with a grouop of people who have amazing talents and creativity to contribute. We now need to build a good administrative foundation (my graduate school lessons coming back to the surface); get the housekeeping chores covered, so we can continue and expand on this first years' organizing. But an ongoing project based on people volunteering their time must have some way of covering basic costs. Viva la Causa... Doug Adair

60-499 Hwy. 86
Thermal, Ca 92274
E Mail: patozdrm@aol.com

3/6/96

Dear Kent,

Enclosed is the bill for my expenses for the taping I did with Gil Padilla during my trip to Fresno, 2/21-8/24/1995:

Mileage: Round trip, Thermal, Fresno, Thermal, 720 miles @ $ .30 = $216.00.
Per Diem, food and lodging, 4 days @ $25 = $100.00.
Miscellaneous: Longs' Drugs, tapes, $5.71.

Total: $321.71 (Check to Doug Adair)

I have the actual receipt for the tapes (on Master Card); and would be happy for the mileage check to go to my Mobil credit card, if that is more convenient for your accountants.

Also enclosed is a letter to Padilla covering our last session. He suggested you join us, if we can set up a session in April in Thermal that's convenient for you as well as us. And we discussed a possible June session in Fresno;. And could CSUN budget the money to fly Padilla down to Palm Springs (or me up to Fresno in June?)?

I was very pleased to hear of your meeting with John Kouns. To me, those photo collections of Kouns,Lewis, and Clarke are historical treasures, and I'm really grateful you're taking the time to track them down and try to save them for posterity. And yes, there should be exhibitions, including in Delano; and some kind of cataloguing or filing system to make them available. Stuff that goes to La Paz or Wayne State seems to disappear....

A chat with Jerry Cohen who is still interestead in your plans for the lettuce strike and chapters on Salilnas. Is there any chance you can coordinate with CSU/Ft.Ord to get a spin-off program going up there?

Finally, what is your reaction to our approach to the taping? We spent a day reminiscing, rekindling memories, reading other source material (Malcriados, Jaques Levy), before actual taping -- not "rehearsing," but getting an idea of different aspects of the history on which to focus -- didn't cover much ground but did some in-depth analysis...

Best wishes, Doug Adair...

60-499 Hwy. 86
Thermal, Ca 92274

2/20/1996

Dr. Jorge Garcia, Dr. Kent Kirkton
Chicano/a Studies, CSUN
18-111 Nordhoff St.
Northridge, Ca 91330-8246

Dear Kent and Jorge,

At our meeting of 3/22/1995, in Thermal, California, we (you and I and including Carlos Guerrero) discussed how to best organize the project to capture the oral history/memories of people who participated in the creation of what has become the United Farm Workers of America, AFL-CIO. Many of those of us who were in the National Farm Workers Association are eager to see this project move forward while memories are still alive. Tremendous social change was set in motion by our actions between 1965 and 1980. And while we can regret what wasn't accomplished, we can be tremendously proud of what we did accomplish. We were on the right track. And I believe that well intentioned brothers and sisters all over the world could learn from our successes, and from our mistakes and failures, in organizing a non-violent revolutionary movement. When Luis Valdez read the Plan of Delano in 1966, I and thousands of other farm workers and our supporters were electrified by that vision, that idea. And while the history books focus on elections won and lost, or law suits filed, or martyrs' funerals, some of us view our history by how brightly that vision is/was glowing. And in 1966 it was bursting into flames, "like flames across a dry prairie..."

I find it useful to use the idea of the union as model, as metaphor, in organizing the oral history project. You and I talked as brothers, for this is the relationship we had within the union. For administrative purposes, I proposed that you be considered the crew leaders, the foremen, the organizers of the enterprise. In the union contracts in 1970-1973, the foremen were considered workers, were "in the unit," were union members, and that had/has advantages. In that case, the steward and ranch committee defended their (the foremen/s) interests before the outer world -- company or union higher-ups; and the foremen (theoretically) accepted the workers as brothers, trying to get the maximum benefits for them from the outside world. If you are willing, you accept responsibility for getting the job done. You would handle relationships with all the outside reality of CSUN, your various departments and their interests and budgets; and relations with the administration of the UFW, AFL-CIO and various foundations who also have interests in this project. But in asking you to view yourselves as our brothers and sisters, we are asking that you use your powers and influence and skills to defend the interests of your fellow workers. We are not interested in the type of foremen who exploited the workers, who tried to minimize

benefits to the workers while maximizing benefits to management. Which side are you on? We want you on our side, in your hearts; while serving CSUN fairly and justly and to the best of your abilities.

At that meeting last spring, I proposed myself as acting steward of the field crew, with responsibility for finding out what the field workers wanted, their priorities. (The office workers at CSUN may want their own structure and representatives. In our old contracts, the "packing shed" might or might not even be in the unit).

Between February 10 and Feb.14, l996, I and Gilbert Padilla and W. E. Rampujan (formerly known as Bill Esher) met here in Thermal. As workers, we discussed product and production, and expenses and benefits; and are beginning to develop a proposal that you might pass on to Julio Hernandez and Bill Chandler and other active members of the project. Using the metaphor of the union, we are the field workers, and the raw tapes/oral history are the product, before it goes to the packing house. Here are some of the proposals on which we would like to organize the project:

1. TAPES OF ORAL HISTORY; We are in agreement that we should proceed with recording the oral histories as soon as possible, top priority, before memories fade and brothers and sisters pass on. We would urge that participants be vigorously honest in helping us to bring out the truth as remembered. We agree that tapes may be open to the public; but that the participant retain the right to restrict access to the raw tapes. (ie. Participants might choose "open to the public," or "with permission only"; or "not until I die..." etc.). CSUN will develop the paper work, release forms, appropriate legal protections....

2. TRANSCRIPTS: We agree that transcribing the tapes (and translating Spanish to English and English to Spanish) makes them much more accessible to our own community, for considerations and analysis; and for the outside community. However, the raw transcripts will be full of errors and should be restricted. The participants should agree, if possible when doing the original taping, to go back over and correct errors in the raw transcripts. Participants could withhold raw transcripts from the public until they had had a chance to correct them. In addition, we want an opportunity/option for editing any excesses in language we felt did not contribute to understanding...

A. The corrected transcriptions would normally be open to the public, unless some individual made some special arrangement with CSUN. I think specifically of some of the lawyers, whose invaluable insights should be recorded while memories are alive and well; but who might have confidentiality considerations in making public their memories. I think also of Dolores Huerta, who might not want to delay recording her oral history, but who might want to restrict access as long as she is still on UFW staff).

B. CSUN would draw up the paper work for release forms, but with

protection of the workers' interests for any profit-producing use of the project (ie. copyrights and credits, etc.).

3. EXPENSES; We are inclined to donate our time, as brothers and sisters, as we did in the old NFWA. CSUN would generate funding for the paid office staff. We would like to see CSUN generate funding to cover the following expenses for field workers:

A. MILEAGE, at $ .30 /mile for 1996, and to reflect standard rate and mileage as set by the IRS, for the future (If CSUN has a different mileage formula, we would be open to that, and would naturally prefer whichever is higher).

B. FOOD AND LODGING, WHEN TRAVELING: A per diem, $25 a day per person or as set by the IRS or CSUN.

C. MISCELLANEOUS COSTS OF TAPING SESSIONS: Costs of tapes and equipment, phone calls for arrangements; copies; as per CSUN approval.

D. COPIES OF TAPES AND TRANSCRIPTS: labeled and indexed, if possible; at cost to participants after an initial free copy.

4. CONSULTANTS: You mentioned the possibility of budgeting money for consultants. This might correspond to the "paid rep" in the old union contracts. I would nominate Julio Hernandez, Gilbert Padilla, and Rudy Reyes as the key consultants who could give the project a broad overview. Helen Chavez, if she were willing, and Dolores Huerta, once she retires, would be natural additions. Payment s would not be for actual taping, but rather for putting together a special project such as Julio did in Earlimart., and advising CSUN .

5. RETROACTIVE ; If the above proposals are satisfactory, we propose that workers be allowed to submit expenses going back to the March, 1995 reunion and public launching of the project.

6. INTER NET: You will develop a proposal for CSUN and the workers to consider and approve.

There was so much excitement last spring, and there is a tremendous reserve of energy out here, members whose lives were changed, who would be eager, happy, honored to participate. We owe you and CSUN a real debt of gratitude for launching the project. But we also have experience with white shirts making money, getting grants to "study" us. There will be people looking for a quick buck, an "expose," or myth-making, for whom this material is marketable. We're depending on you and

CSUN to help us develop a strategy for defending our interests.

Viva la Causa
Douglass Adair
Acting steward

APPENDIX A

PROJECT PROPOSAL: Gilbert Padilla, Doug Adair, and W. E. Rampujan (formerly known as Bill Esher) began work on a sub-project within the CSUN oral history project, and would like to continue working on it. We took a specific date, September l, l965, and read a document (we chose the Editorial, "What is a Movement," from El Malcriado #19, written that week). Using that document as a kind of jumping off point to stimulate discussion, we then did a kind of "State of the Union" analysis for that date -- what did the NFWA have going for it on that date that made it strong enough to resist the grower counter attack launched against us in October of l965? Why did El Malcriado insist that we were NOT a union.? Why did we think we had something better than a union, and what was the union we were comparing ourselves to? -- the alternative, -- what did they have that we didn't?

Once the transcripts of this taping are done, we would like to expand on that theme in discussions with Julio Hernandez, the Saludado family, Pablo Espinosa, Jim Drake, David Burciaga, other participants who knew the NFWA in the period before Sept. 8, l965.

As a second chapter, we would like to take Easter Sunday, l966 as a point in time, to analyze the strengths and weaknesses of the movement, its relationship with its farm worker base and outside supporters at that point in time, before the merger with the AFL-CIO, before negotiating the first contract, but after winning the first (Schenley) consumer boycott. We would then proceed with the first contract negotiations, and the first organizing campaign in the fields (Di Giorgio) after the merger.

APPENDIX B: EXPENSES: Taping of 2/12/l996

l. MILEAGE: 1207 miles (Napa-Thermal-Napa) @ $ .30/mile = $362.10. Make out check to W. E. Rampujan (Bill Esher), 1460 Milton Rd., Napa, Ca 94559.

2. FOOD AND LODGINGS: Per Diem for food and lodging for Gilbert Padilla

and W. E. Rampujan (Bill Esher), 2/9, l0, ll, l2, 13/l996 @ $25 per person per day = $250 (check to W. E. Rampujan, 1460 Milton Rd., Napa, Ca 94559). (Rampujan will reimburse other participants for out of pocket expenses).

Respectfully submitted by Doug Adair,
acting steward

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3/12/96

Doug Adair
60-499 Hwy. 86
Thermal, CA 92274

Dear Doug

I got your letter of 3/9/66 and am pleased that Gilbert is interested in continuing to work on the project. If there is any way possible I will be at your place in April when you guys get together again. I am really looking forward to meeting Gilbert and Rampugian, although I didn't get the impression from your note that he will be there then.

Then end of the week is always the best time for me to be away from campus. I am finished teaching at 10 p.m. Wednesdays. Thursdays and Fridays are the best days for Jorge also but he has more demands on his time for meetings etc. than I, so he needs a few weeks advanced notice to clear his calendar.

You are probably more interested to know something about the money situation. So let me begin at the beginning. We don't have many resources available to us and they are controlled by state regulations. That means that there is no way that we can pay expenses to someone who isn't employed by the university, so I can only pay you as a consultant. We will send the paper work for that under separate cover immediately, but I am afraid that we aren't going to be able to give you as much as you are requesting for the three of you, however it should defray most of your costs. In addition, I will be sending copies of the tapes for you, Gilbert, and Rampugian.

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I also must tell you that the traveling (with meals, etc.) that Jorge and I do comes out of our own pockets. The only time I get reimbursed for anything like that is when I go to a professional meeting to present research, and our department's travel budget is limited to $325 per person per year. In other words, we are volunteers in this project, and are doing it out of a personal sense that this is an important part of our history. Actually, we have struggled to get what money we have to help with transcribing the oral histories and preserving the photographs, so there isn't anyway that we will be able to continue to finance travel for you. I'll try to help where I can by driving, making, phone calls, taking care of correspondence, etc.

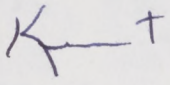
As the volume of work builds up and more researchers begin to use the materials compiled here in the Center we hope to see a little return on our efforts which will allow us to be a little more flexible in the way we allocate money. But, let me give you an example of just how profitable this effort is. I spent approximately 30 hours transcribing your tapes at home in the evenings and weekends using a computer and a transcribing machine that I had to buy myself and have now sent one copy to Bruce Perry for a $20 fee which will go into the Center. The typist (a friend who is working cheaply) will bill us about $650 for her work on the tapes that I just picked up from you. (We need to establish a higher use fee for these things, but we don't want to make them prohibitively expensive for researchers. The important thing is that they get included in the histories.)

By the way, I got a draft of the first two tapes that you and Gilbert made. However, all the names are new to the typist, so they are going to need considerable revising. I'll get something to you before Gilbert joins you in April.

Finally, I want to give you a hearty thank you for your help in locating and working with the photographers. Their work will be a very important addition to the historical record. I also want to assure you that I run a professional archives and that we, of course, catalogue our images and make them available to the public. I also hope to be able to mount an exhibition from these collections as we begin to get them processed. And that too is a major expense. To mount a decent exhibition, host a reception, issue invitations and possibly a catalogue takes somewhere in the neighborhood of 10 grand. So it becomes a long process of finding supporters to help out with these things. As in organizing, nothing happens fast.

Most importantly though, we must continue our efforts at preservation of this very important part of the history of the people of California. The struggle to organize is a model of democracy and dignity and should be brought to light. Your contribution to this effort is unmeasurable and it is only through the work of dedicated people such as you that the students and scholars of California will be privileged to learn about the struggles of those who preceded them.

In solidarity



Kent